

Replant Roadmap

Executive Summary



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INTRODUCTION

Two questions sit at the heart of Mark Hallock's book, *Replant Roadmap*.

- How can healthy, mission-focused congregations help replant and revitalize dying churches, bringing new life where all seems lost?
- Could God bring new life to your struggling church?

Replant Roadmap explores both of these questions, drawing from real-world experiences at Calvary Church in Englewood, Colorado, to provide practical guidance and encouragement for those committed to breathing new hope into dying congregations.

Hallock's goal is, by the end of the book, readers will:

- Gain a greater awareness of the epidemic churches dying at an increasing rate.
- Grow deeper in their understanding of what replanting is and isn't.
- Be encouraged and even inspired to help dying churches.
- Be better equipped to replant a dying church.

By equipping struggling churches and those ready to help, *Replant Roadmap* lays the groundwork for a replanting movement throughout North America.

CHAPTER 1: A MOVEMENT IS NEEDED

Between 8,000 to 10,000 churches close their doors every year. In America's largest Protestant denomination, the Southern Baptist Convention, the numbers are even more stark. Close to 75 percent of SBC churches are in a state of plateau or decline. Although the statistics are disheartening, they emphasize the urgent need to establish thriving new churches and replant struggling ones.

Church replanting and church revitalizing aren't the same. Church revitalization aims to help plateauing or declining churches become healthy again. In revitalization, a church usually knows they need help, but they may not know how much. Unlike in church replanting, these churches have no intention of becoming a new or different church.

Church replanting is a specific approach to replanting where the members of the congregation, "joyfully submit their church's current and future ministry to an outside sending church and its leadership, working together to begin a new church for a new season of gospel ministry in their community."

Once a church recognizes its need to be replanted for the sake of the gospel, next comes a three-part replanting pathway:

- Surrender all day-to-day decision-making to an outside transition team, ideally from the sending church.
- Engage strategic outside ministry partners.
- Call a trained replanting pastor.

Imagine what could happen throughout North America if a movement of churches went through a process like this. Imagine what could happen in communities around North America if thousands of dying churches were replanted for the glory of God.

CHAPTER 2: WHY WE MUST REPLANT CHURCHES NOW

It's critically important that the church begins to actively replant dying churches. Here are seven reasons why.

- **God's people in dying churches need encouragement, nourishment, and fresh**

vision. Whenever you walk into a dying church, you can tell the remaining members are tired, hungry for God's Word, and desperate for vision.

- **The lost in our communities need to see congregations alive and on mission.** Too many churches have become “non-factors” in their communities, leaving the lost and broken in our communities without a faithful Christian witness.
- **We have a biblical mandate to make disciples who make disciples.** We must replant dying churches so we can reach lost people with the good news, disciple them in the ways of Jesus, and lead them to disciple others in his name.
- **God is honored as we steward money, buildings, and other resources.** Billions of dollars are tied up in underutilized buildings and resources, which could be better leveraged for kingdom purposes.
- **Revitalized and replanted churches bring hope to others.** Replanted churches consistently demonstrate to a watching world that God isn't through with struggling churches — nor struggling people! Replanted churches bring hope and encouragement to Christians and lost people alike.
- **Other declining churches need fresh vision, ideas, and ministry strategies.** As other declining churches see dying churches come back to life, they'll see that God isn't finished with them either.
- **We desire the praise and glory of God's name throughout the earth.** Bringing churches back to life again honors and glorifies God.

Maybe you're already sold on the idea of replanting. You're likely trying to figure out what role God wants you to have in replanting. You may be overwhelmed. Here are answers to five common questions for churches in this situation.

1. **How can we afford to replant a church?** Your church can replant without a huge amount of money. Yes, it takes resources to replant a church, but the most important part of replanting is a passion for loving God and loving people. Intentionally pursuing the lost in your community, dependent prayer, and consistent, grace-filled shepherding of those God brings to your church is the core of replanting. None of those tasks take a lot of money.
2. **Who would we send from our church to go do this?** Your church has everything you need to raise up leaders to replant struggling churches. But if you don't have anyone at the moment, seminaries, other churches and leaders in your area, and denominational partners can help you find God-called replanters.

- 3. How will this benefit our congregation?** Although our first motivation shouldn't be our own benefit, replanting will help your church in a number of ways. Maybe most importantly, it'll bring fresh vision and passion to your congregation as you create excitement and move more people into the disciple-making work of the church.
- 4. What if we've never done anything like this before?** There is a first time for everything! If your church wants to be a part of something that will impact future generations, this is a great next step.
- 5. Isn't it better to just plant a new church instead?** Of course, we need to be planting more and more churches in places all around the world. But we need to do both (plant and replant churches). In many places of North America, we're planting one church for every two churches that dies. That's moving backwards.

Would your church prayerfully consider replanting a dying church?

CHAPTER 3: UNDERSTANDING GOD'S HEART FOR REPLANTING

God often does his best work in the most difficult situations. God loves all churches—including those that are dying. If we're going to be effective in replanting, four biblical convictions must drive our work.

- 1. God desires to see dying and declining churches come back to life for His glory.** If you don't believe this, church replanting isn't for you. Throughout the Bible, God uses weak, marginalized people to accomplish his purposes. 2 Corinthians 12:9-10 reminds us that God's power is perfected in our weakness. That principle isn't just for individuals; it's for the church as well. God will use broken churches for his glory.
- 2. Conviction #2: God not only has the desire, but the power to bring dying and declining churches back to life for His glory.** God isn't simply a passive observer hoping that dead churches will come back alive. He is fully sovereign and able to make it happen. Ezekiel 37 gives us a powerful picture of God giving us a powerful picture of bringing the dead back to life as the Lord brings the valley of dry bones back to life. In the same way, God will use the preaching of the Word of God to bring life to spiritually dead congregations.

Only God can bring a dead church back to life. Ezekiel 37 shows us two integral ingredients for church revitalization. First, churches need faithful

preaching God’s Word. Second, churches need the presence and power of the Holy Spirit.

3. Conviction #3: True church revitalization will not happen unless a congregation returns to their first love: Jesus.

Revelation 2:1-5 tells us of a doctrinally sound church that had lost its love for Jesus. Despite all the good the church had done, the Lord said this:

“Remember therefore from where you have fallen; repent, and do the works you did at first. If not, I will come to you and remove your lampstand from its place, unless you repent” (Revelation 2:5). The pathway to new life for a dying church is through repentance and remembering their lost love for Jesus.

4. Conviction #4: When a church returns to its first love, Jesus, God begins to bring about revitalization through three types of renewal. Only when a church returns to its love for Jesus and the gospel will it begin bring about true renewal and revitalization. This happens through three types of renewal.

- a. Personal renewal: Renewal always begins in the hearts of its leaders and members.
- b. Relational renewal: As people begin to renew their relationship with God, they develop healthier relationships with one another.
- c. Missional renewal: Once personal and relational renewal is renewed, the congregation begins to recapture its mission to reach the lost, shifting its focus outward.

Although there may be little hope for a church from outward appearances, God wants to renew his church and has the power to do so— for the salvation of the lost and the glory of God.

CHAPTER 4: COUNTING THE COST & THE JOY

We must be honest about the cost of replanting a dying church. Jesus calls us to “count the cost” (Luke 14:27-33). Here are seven important challenges to consider before you begin the hard work of replanting a church.

1. The Time-Consuming Nature of Changing Culture

When you replant a church, you’re not starting a culture by scratch. You’re changing an existing, often unhealthy, one. This will take time.

2. Hidden Sacred Cows

Every existing church has long-standing traditions that are tough to change.

These can be music styles, seating arrangements, building decor, or anything else. Replanters must lead with patience as they recognize these “sacred cows.”

3. The Sin-Laden Roots of Decline

Churches often decline because of sin they haven't dealt with. They claim they want revitalization, but they aren't interested in making the changes necessary to grow.

4. Warming Their Love for the Community

The declining church's love for its community has often waned. They begin to focus inward and no longer engage with the mission of reaching the lost.

5. A Lack of Spiritual Health and Vibrancy

After years of improper spiritual leadership, many members of declining churches are spiritually stagnant and weary. They need to be encouraged, fed, and led back to spiritual health.

6. Shallow Growth Strategies

Many declining churches have tried quick-fix church growth strategies. Some have hired charismatic pastors, but they don't try to address the core issues of their spiritual health. This makes them weary of anything new.

7. A Large, Unmanaged Membership Roll

You'll often find more people on the membership roles than actual active attendees. This typically leads to leadership struggles and inactive members sometimes having more impact on decisions than they should.

But don't forget, when your church gets involved in replanting, it'll seize opportunities not available elsewhere. Here are seven of them.

1. Exchanging a Negative Witness with a Positive One

Many people look at the dying churches in their community and it turns them off of the Christian faith. When you replant the church, you'll replace that reputation with that of a healthy gospel presence.

2. A Building

Talk to any church planter and you'll learn just how important a building is in the planting process. Replanters start with a building. These buildings will serve as hubs for outreach, community events, and spiritual growth.

3. Older Christians

While struggling churches often struggle to attract younger families, they often have a core of older, faithful believers. These older members bring wisdom, time, and availability to the replanting process.

4. **Resources, Resources, Resources**

Declining churches often have untapped resources, such as land, buildings, and even money, that can be used for ministry purposes. These resources can be limited, but they will still be helpful in the replanting process.

5. **A System for Financial and Legal Management**

While they may not have perfectly functioning financial and legal systems, they typically at least have something. This can ease the transition and administrative burden in the replanting process. You can always improve on those processes later.

6. **History and Tradition**

Yes, a church's history can be viewed as baggage, but it can also be a treasure you can leverage for the future. For example, many of those histories are deeply rooted in a denominational tradition that can provide much needed support for a newly replanted church.

7. **Redemption of a Church for God's Glory**

Ultimately, the most significant opportunity God gives us when we participate in replanting is to witness God redeem and restore a church that many thought was beyond saving. When we replant a dying church, God gets the glory. That's the ultimate joy for us as followers of Jesus.

CHAPTER 5: RAISING UP A REPLANTER

The church needs more strong, visionary (yet humble) leaders today. This need is particularly acute in replanting. We can't find more leaders without building them intentionally.

A Replanting Residency provides a learning environment like a medical residency. The goal is to fully immerse leaders in the ministry of a local church, where they can grow as ministers of the gospel in a safe place.

10 REASONS WHY YOUR CHURCH SHOULD START A REPLANTING RESIDENCY

1. **Because it's biblical.** Replanting fulfills the Ephesians 4:12 scriptural mandate to equip the saints for ministry.
2. **Because any size church can do it.** Small churches can be just as effective as large churches in developing replanting leaders.
3. **Because churches help each other.** Jesus is honored when churches help one another.

4. **Because your church can use some help.** Not only will help the dying church, but residents will help your church as you train them in ministry.
5. **Because seeing replanters thrive is a joy.** Your whole congregation will get the blessing of watching God work through residents.
6. **Because your church needs to be stretched.** Residency programs challenge your church to step out of its comfort zones and grow spiritually and missionally.
7. **Because the need is massive.** With so many churches closing their doors across North America, there has never been a greater need for trained replanters.
8. **Because we care about reaching those far from God.** Training replanters helps future replanted churches engage people far from God with the gospel.
9. **Because the local church is the best training ground.** While seminaries are important, the local church provides critical on-the-ground training for replanters.
10. **Because it's fun!** Your church will find joy and excitement in preparing future leaders for God's work in replanting.

THREE GUIDING QUESTIONS AS YOU DEVELOP A REPLANTING RESIDENCY

1. **What Are We Looking for in a Replanting Resident?**
 - Passion and hunger for God and His Word
 - Deep love and care for people
 - Humility and servant-heartedness
 - Hard work ethic
 - Team player who encourages others
2. **What Do We Want to Develop in the Resident?**
 - **Head:** Theological understanding and intellectual growth
 - **Heart:** Character development and spiritual maturity
 - **Hands:** Ministry practice and leadership skills
3. **What Do We Do to Train and Prepare the Resident?**

An effective church replanting residency will help residents do three things:

 - **Be equipped for effective replanting ministry.** An effective replanting residency has three distinct learning environments.

A church replanting cohort is designed to teach biblical revitalization principles and equip residents with hands-on experiences.

A pastoral cohort will train residents in biblical shepherding.

A preaching cohort will allow residents to preach in a context where they will be given honest and helpful feedback from others.

- **Explore their vocational callings.**

Residents can explore their ministry calling with the help of mentors, who will help the replanter find clarity in their future role in replanting. Every replanter needs a

- **Engage in practical ministry and leadership.**

Residency programs intentionally involve residents on some level in all of these ministries: youth and children's ministries, counseling and pastoral care, small groups, worship service planning and leadership, weddings and funerals, operations and administration, and local and global missions.

As you do so:

- Give the resident freedom to try and fail.
- Saturate your resident and his family with love and encouragement.
- Give personal, specific, grace-filled, continual feedback.

Your church can do this! The time to raise up replanters in your church for God's glory is now!

CHAPTER 6: ASSESSING THE POTENTIAL REPLANTER

Church replanters need honest evaluation and assessment. In many ways, the success of the replant depends on an effective evaluation.

As a sending church, what should your church look for in a potential replanter?

BIBLICAL QUALIFICATIONS ARE #1

Let's start with the biblical qualifications that every pastor or potential church planter should have.

- **Aspiration to the Office/Role (1 Timothy 3:1):** God has called the candidate as shown by both "an inward consuming passion for, along with a disciplined outward pursuit of, the office of pastoral ministry."
- **Above Reproach (1 Timothy 3:2, Titus 1:7):** The candidate's moral character reflects well on the church.

- **Devoted to His Wife; A One-Woman Man (Titus 1:6, 1 Timothy 3:12):** The replanter's marriage models Jesus' love for the church. He consistently demonstrates his commitment to place his ministry to his wife above the church.
- **His Children Respect & Obey Him (1 Timothy 3:4-5):** The replanter should demonstrate his ability to manage his family well.
- **Humble Not Arrogant (Titus 1:7):** A genuine, "Spirit-wrought" humility must mark the life and ministry of the replanter.
- **Gentle Not Quick-Tempered (Titus 1:7, 1 Timothy 3:3):** The replanter should regularly demonstrate in all areas of their lives a great gentleness and patience and not be prone to a quick temper.
- **Sober Not Engaged in Drunkenness (Titus 1:7; 1 Timothy 3:3):** Replanters must model sobriety for their congregation.
- **Has Financial Integrity Not Greedy for Gain (Titus 1:7; 1 Timothy 3:3):** A leader's unhealthy love of money will become a stumbling block for the entire church.
- **Hospitable (Titus 1:8; 1 Timothy 3:2):** A replanter must love people, including strangers, in a manner that is lived out at home, church, and everywhere else he goes. He must not shrink away from having guests in his home.
- **Self-Controlled (1 Timothy 3:2, Titus 1:8):** The replanter manages his impulses with wisdom and discipline.
- **Holy (Titus 1:8):** The replanter lives a life set apart for God, embodying personal piety and holiness.
- **Able to Teach (Titus 1:9, 1 Timothy 3:2).** The only ability-based qualification in the Bible, this qualification means the pastor-elder should be both an excellent communicator and faithful to the Word of God.
- **Not a Recent Convert (1 Timothy 3:6):** The Bible helps to prevent pride and conceit by telling us to avoid assigning leadership to new believers.
- **Well Thought of by Outsiders (1 Timothy 3:7):** The replanter should maintain a positive reputation among those outside of the church.
- **An Example to the Flock (1 Peter 5:3):** Replanters should model biblical purity and godliness in regards to time management, marriage, parenting, worship, relationships, and anything else.

8 ESSENTIAL CHARACTERISTICS OF A REPLANTER

In addition to the biblical qualifications of a pastor/elder, replanters should also demonstrate eight additional characteristics.

- **Visionary Shepherd:** The replanter leads with vision and shepherds the congregation in love, wisdom, and relational skill.
- **Capacity for Suffering:** The replanter demonstrates the capacity to endure trials and sufferings for the sake of the church (James 1:2-4).
- **Affinity for Legacy/History:** The candidate appreciates the church's history and desires to build upon an existing legacy of faithfulness.
- **Multi-Generational Capacity:** The replanter should be comfortable ministering across different age groups.
- **Resourceful Generalist:** The replanter is willing to serve humbly and creatively in multiple roles within the church.
- **Tactical Patience:** The replanter listens to the Holy Spirit to know when to wait and when to act, leading in wisdom and patience to make lasting change.
- **Emotional Intelligence:** The replanter manages emotions and relates well with people.
- **Spousal Support:** The replanter's wife should have a love for Jesus and a commitment to the church for the long-haul of the ministry.

CHAPTER 7: EVALUATING THE POTENTIAL REPLANT

Change is inevitable in our personal lives and in church leadership. Leaders are agents of change who guide congregations through important changes. This chapter helps leaders discern whether the congregation is ready for replanting.

IS THIS CHURCH READY TO BE REPLANTED?

The key readiness measure we must review is whether the church is ready to go "all in" as a replant, giving up control and decision-making.

Why Is It Vital to Assess Whether a Church Is Ready for Revitalization?

- **To name reality:** A leader's job is to identify the actual status of the church, including strengths, weaknesses, and real challenges.
- **To Count the Cost (and the Joy):** A good assessment will help the potential

church replanter and the sending church clarify the challenges and rewards in replanting the church.

- **Determine the Fit:** An assessment will help the replanter and the sending church learn whether the church is a right match for them.

What is the Right Posture When Assessing a Church's Readiness for Revitalization?

As you evaluate a declining church as a possible replant, do so with a posture that looks like this.

- **Having a Humble and Gracious Heart:** Leaders should engage the church with empathy, asking God to help them see the church as he sees it.
- **Being Willing to Honestly Evaluate:** Leaders need to honestly review the church's strengths and weaknesses and avoid optimism or assumption.
- **Having a Hopeful Vision of What Can Be:** Leaders must focus on what God can do through the congregation. That kind of hope is contagious.
- **Having a Hopeful Vision of What Can Be:** Leaders seek God's guidance in prayer and the wisdom of other leaders in order to discern the will of for the replanting church.

BEFORE ANYTHING ELSE... IS THERE THEOLOGICAL ALIGNMENT?

Theological alignment is an essential part of successful partnership between a sending church and a replanting church.

Here's why:

- **Biblical revitalization won't happen unless it is fueled by the authority of God's Word.** It'll be nearly impossible to revitalize a congregation that doesn't hold to the authority of the Bible.
- **Biblical revitalization won't happen unless the true gospel is believed by both congregations.** A sending and replanting church must share an orthodox understanding of and love for the true gospel.
- **Biblical revitalization won't happen unless there is clarity on both theological essentials and non-essentials.** The two churches need agreement on the essentials while allowing some flexibility on non-essentials. Only your church's leaders can discern what those essentials and non-essentials are.

TWO TYPES OF ASSESSMENTS

Your assessments need to focus on two types of questions—those directed at those outside of the church and those directed at those inside.

Assessment #1: External

Your goal with these questions is to learn as much as possible about the culture of the church, both past and present.

Key groups to ask:

- Other pastors and church leaders
- Community leaders
- Former members and pastors
- Neighbors

Key Questions:

- What is the reputation of this church in the community?
- What does the community need from this church?
- What can you tell me about the previous pastors?
- What divisive issues are you aware of in this church?
- What are the greatest strengths and weaknesses of this church?

Evaluation #2: Internal

It's important to ask these questions to those inside the church who are committed to its future.

Key groups to ask:

- Older Members & Attenders
- Newer Members & Attenders
- Current Leaders

Key Questions:

- **Category #1: Joyful (easy questions that lead to celebration)**
 - In your opinion, what are the three best things about this church?
 - What would the average person say is the best thing about this church?
 - What is your dream for how the church might look ten years from now?
 - Who is the favorite pastor in the history of the church, and why?

- What is your fondest memory of the church?
- **Category #2: Honest Reflection (moderate questions focusing on honest reflection on decision-making)**
 - How are decisions made in this church (both formally & informally)?
 - If a big decision needs to be made, to whom do the members look for blessing & approval?
 - What is the biggest mistake made by your previous pastors or church leaders?
 - Do the church members generally (and happily) follow their pastors and leaders?
 - What are the expectations laid upon church members?
- **Category #3: Necessary Evaluation (difficult questions that explore potential cultural conflict and issues within the church)**
 - What might a pastor say from the pulpit that would cause many of the members to cringe?
 - What is the present financial situation of the church?
 - What are the expectations on the pastor's wife and children (both spoken and unspoken)?
 - Would this congregation have any objection to the pastor meeting with people and working on sermons from outside the church?

THE DISCERNMENT GRID: BEING CLEAR ON THE NON-NEGOTIABLES AND NEGOTIABLES

Once you've done the assessments, you'll need a way to organize the collected information.

Spend some time filling in and discussing a Discernment Grid as leaders of the potential sending church. It'll help you identify whether this church is a good potential replanting match.

CHAPTER 8: MARRYING SENDING & LEGACY CONGREGATIONS

The replanting process is like a marriage between two congregations with different histories, backgrounds, and cultures coming together as one. As beautiful as a wedding day can be, the marriage journey can be tough. A replanting journey also has many tough moments.

FOUR THINGS TO REMEMBER BEFORE INITIATING THE MARRIAGE FOR A HEALTHY REPLANT MARRIAGE

1. Every Church is Different

You'll need to approach every church differently in the replanting process. That means it's important you're flexible with your process and take into account each congregation's unique history and personality.

2. It Is All About Building Trust

Nothing replaces quality time with the replanted congregation, sharing stories and encouraging them as you grow trust.

3. Be Clear in Your Communication

To communicate effectively with a replanted church, it'll feel like you're over-communicating. You'll need to repeat things and use multiple forms of communications (phone calls, emails, text messages, home visits, etc.).

4. Practice Prayerful Patience ... Don't Rush the Process

The replanting process can be complex and lengthy. Rely on God's wisdom for the timing and be patient.

THE KEY PLAYERS

Throughout the replanting process a few different people will play key roles. Here are a few of them.

- **Legacy Congregation** - These are the members of the church being replanted. In congregation settings, they often vote for the final decision on whether or not to participate in the replant.
- **Legacy Congregation Leaders** - The legacy church's leadership likely looks different in every replanted church. This is the group that will represent the legacy congregation in many of the discussions about whether replanting is the best option for the church and what the process may look like moving forward.

- **Sending Church** - This congregation will come alongside to support the replanted church. The church provides encouragement, prayer, and guidance. They may also train leaders within the replant.
- **Sending Church Leaders** - These key leaders will help lead the replanting process. It'll often include the lead pastor or associate pastor, along with potentially some elders and deacons.
- **Replanter** - This is the trained pastor responsible for leading the replanted church.
- **Replant Core Team Members** - For most replanted churches, this is a new team of church members who will join the replanter and the legacy congregation in planting the new church.
- **Volunteer Team (or V-Team)** - These are people from the sending church who will serve the new replant in a variety of ways, particularly at their weekend worship gathering. While not permanent members of the replanted church, they provide needed volunteer support while it's getting off the ground.
- **Denominational Leaders** - They provide support for both the sending and legacy church in the replanting process.

THE 8 MEETINGS YOU MUST HAVE FOR A HEALTHY REPLANT MARRIAGE

Remember, building trust is the most important part of the whole process. While the actual number of meetings may change slightly, the eight meetings below are an essential part of trust-building between the sending church and the legacy church.

1. **Introductions: Getting to Know One Another**

In this first meeting, leaders from both the sending church and the legacy church meet to get to know one another. Legacy church leaders describe the current situation of the church, and the sending church discusses its passion for helping dying churches.

2. **Defining the Relationship**

During the second meeting, the churches seek to define this new relationship, particularly focusing on “The Big Five.”

- a. The legacy church temporarily hands day-to-day operations and decision-making over to the transition team from the sending church.
- b. The sending church's bylaws are adopted in full until the newly replanted church can draft bylaws of its own.

- c. Instead of transferring ownership of the building, the new replant simply chooses to “do business as” the name of the newly replanted church.
- d. The sending church helps to manage money for the newly replanted church through a designated fund until it’s healthy enough to manage the funds for itself.
- e. The ultimate goal for the newly replanted church is to become self-governing, self-sustaining, and self-replicating.

Before moving on, key leaders of the legacy congregation must fully understand these five changes and any other important ones.

3. Determining the Direction

During this meeting, the churches decide whether to move forward with the replant or part ways. If the churches decide to move forward, leaders present a proposed transition timeline.

4. The Congregational Visit

The sending church leaders meet with the legacy church congregation to cast vision and answer questions.

5. The Congregational Vote of the Legacy Congregation

6. The Congregational Vote of the Sending Church

The legacy church officially votes on replanting.

7. Laying Out the Game-plan

Leaders from both churches gather together to lay out a specific gameplan for launching the replant.

8. Weekly Check-in & Troubleshooting

During this recurring meeting, the sending church provides coaching and encouragement for the replanter and other key leaders.

While challenges remain, the journey of this new “marriage” has begun.

CHAPTER 9: GROWING A CORE TEAM & BUILDING MOMENTUM

Momentum is a critical part of a replanted church’s success. Once the sending church and the legacy church have clarified the relationship, it’s time to build momentum for the replanted church’s launch.

This chapter focuses on the development of the core team and the strategies needed for the public launch.

THE DEVELOPMENT OF THE CORE TEAM

The growth of your replant's core team is an essential part of not only the launch of your church but its continued health as well.

What is the core team?

The core team is the group of committed leaders and servants who are working together to launch the new church. *Literally, they are the core of the newly replanted church.*

What qualities should you look for in core team members?

- **Character** - You want people with integrity and humble hearts who are passionate about the gospel.
- **Competency** - They need the skills necessary to fulfill the vision of the replanted church.
- **Chemistry** - Your replant core team members must be able to work together smoothly and in alignment.
- **Commitment** - Your core group members need to be prepared to serve through the good and through that certainly will come in the life of this replanted church.

What is the commitment for those on the core team?

There is a cost for serving on the core team. A core team member will serve as both a minister, working in all sorts of roles in the replant, and a missionary, engaging people with the good news about Jesus.

It's also important to help core team members understand the joy they will experience as they make Jesus known and invite people far from God to follow him.

Three Steps to Joining the Core Team

As core members transition to the team, three important steps need to take place.

1. **Commitment to Pray.** - *Core members pray Jesus will be made known in the community in non-ignorable ways.*

2. **Assessment and Covenant** - Each core group member must assess their role on the team and covenant with one another to pursue the replanted church's mission together.
3. **Commitment to Attend Weekly Core Team Meeting** - The core team meets weekly to build fellowship, pray, and prepare for the church's launch.

IMPLEMENTING NEW STRATEGIES TO HELP BUILD MOMENTUM

Core group members are encouraged to invest in relationships, invite people to church events, and introduce people to Jesus.

One simple tool for helping core group members live on mission is I-3 Relational Evangelism.

- Invest in the lives of people who are far from God.
- Invite them to church events.
- Introduce them to Jesus.

A New Website

This is an essential part of rebranding the church. It allows people to learn more about the church.

Social Media

You can use your social media accounts to share pictures of outreach events and testimonies from the replant.

Local Newspaper

In smaller communities, a local newspaper can be a strategic place to advertise the new church plant.

Stickers

Designing a sticker that promotes your new replant can help you create buzz. Include the church logo and web address.

T-shirts

T-shirts are a great way to build ownership among your core team. They also help spark conversations with people the core team meets in the community.

Neighborhood Networking Strategy

Leverage community apps like Nextdoor to connect with local families and advertise church events.

Community Events and Parades

Having a presence at community events helps you build awareness for your new replant.

BEGIN A WEEKLY PRAYER MEETING

For God to move in your new church replant, you'll need people to pray. Scheduling a weekly meeting can help you catalyze committed prayer from your core team and others involved in your new church replant. Make that weekly prayer meeting a part of your church's DNA.

PRIORITIZING A SHEPHERDING MEETING

A regular shepherding meeting helps the leaders of the replanted church to care for the church flock.

Three movements should guide the movement of the meeting.

- **Discussing the Good Shepherd.** Start each shepherding meeting with a short time of teaching or study and prayer.
- **Discussing the Flock.** Review both individual and congregational needs.
- **Movement #3: Discussing the Shepherd.** Using questions centered on knowing, feeding, leading, and protecting the flock, spend time talking about the health of the church leaders' shepherding commitments.

Remember, only God can open eyes, change hearts, and build momentum in the replanted church. Trust him as you move forward.

CHAPTER 10: DESIGNING GOSPEL-CENTERED ENVIRONMENTS

It's more important to be faithful than flashy as you begin to move toward launching the church replant.

LAUNCHING A GOSPEL-CENTERED WEEKEND WORSHIP EXPERIENCE

The goal of public lunch Sunday is to create a Bible-saturated, grace-filled, Spirit-empowered, Christ-centered, and God-glorifying worship experience. It needs to be something that can be reproduced weekly.

There are three essential ingredients:

Ingredient #1: Gospel-Drenched Hospitality

God calls us to demonstrate the same radical hospitality he has shown us through the gospel to people in our community. What does this look like?

Consider these seven cultural characteristics.

1. **Initiating** - You're actively welcoming new people rather than simply passively waiting for them to engage with you.
2. **Embracing** - No matter who walks through the doors of your worship service, you "run hard after them with the radical love and grace of Jesus."
3. **Personal** - Hospitality is experienced on a personal level. You want to show hospitality to each individual who shows up.
4. **Genuine** - Guests don't need to be entertained; they need to experience genuine, authentic love.
5. **Knowledgeable** - Leaders and volunteers should know enough about the church to effectively guide guests.
6. **Prayerful** - It shouldn't be unusual to look around on a Sunday morning and see team members praying with people.
7. **Persistent** - Volunteers and leaders keep demonstrating hospitality week after week.

You'll also want to consider these five structural characteristics.

1. **A Prepared Team** - Your team is ready to carry out the gospel-drenched hospitality.
2. **An Inviting Facility** - Facility is clean, accessible, and safe.
3. **Clear Communication** - Make it easy for people to know where to go and what they are supposed to do.
4. **A "Knowing" Game-Plan** - You have a strategic game-plan to know, connect with, and care for people with gospel love and grace.

5. **Integration Strategy** - You have a strategic plan to get people assimilated into the life of the replanted church.

Ingredient #2: Gospel-Shaped Worship

There is a wide spectrum in beliefs about the purpose of the worship gathering. Some aim to meet the needs of believers and others focus on nonbelievers. Regardless, these five elements are crucial.

1. **Gospel Singing** - Your singing should be truth-filled and Christ-exalting and the gospel should be central.
2. **Gospel Giving** - You provide a place where people can joyfully give their tithes and offerings.
3. **Gospel Preaching** - Healthy replants are saturated in strong, expositional, gospel-centered preaching.
4. **Gospel Remembering and Responding** - Participants have an opportunity to respond to the gospel truth presented to them during the service.
5. **Gospel Going** - Church members are commissioned as missionaries, going around the world to live out the gospel message.

Ingredient #3: Gospel-Driven Mission

Every week your church should send people out of the worship service and into the world to invest in others, invite others into biblical community, and introduce others to Jesus. That's what it looks like to be a missionary in our communities.

Like all the other elements of a gospel-centered worship experience, gospel-driven mission is dependent upon the Holy Spirit. We cannot do it on our own.

LAUNCHING A GOSPEL-SATURATED COMMUNITY GROUP MINISTRY

The second environment to launch, along with the worship experience, is a gospel saturated community group ministry. This ministry focuses on helping members and attenders connect with one another. These groups will be the primary on ramp for new believers.

Each group should have three focuses.

1. **Upward** - Group members pray together, learn from God's Word together, and share how God is at work in one another's lives.

2. Inward - Sharing a weekly meal together will help the group build relationships. The relationships in the community groups should extend beyond the official group time as group members consistently care for one another in tangible ways throughout the week.
3. Outward - The community group should create an environment that welcomes new people. They should invest in the lost people around them and serve the community in practical ways together.

A few tips for your community groups ...

- Preparation is obvious to those attending the group.
- Discussion is word-driven.
- Isolation is impossible.
- Encouragement is excessive.
- Practically seek to affirm everyone.
- Invitation is ongoing.
- Atmosphere is “kid contagious.”
- Prayer is a priority.

PURSUE FAITHFULNESS, NOT FLASHINESS

God will be honored and lives will be changed when we lead replanted churches in both a gospel-centered worship experience and gospel-centered community groups. There is nothing cool about this, but there is great joy in it.

CHAPTER 11: CREATING A STRATEGY FOR SUPPORT

One of the most significant reasons some replanted churches fail after the first few years is because they try to do it alone. That’s why it’s so important the sending church and the replant need to view one another as a family. They have a unique parent and child relationship, where they have an opportunity to support one another through both the good and bad times.

Here are three reasons this support is so vital.

1. Replanting can be discouraging.

2. Planting can be hard work.
3. Replanting can be lonely.

To help with this, sending churches can come alongside replanted churches and support them through:

- Leadership development
- Finances
- Volunteer teams
- Sharing printed materials
- Website
- Graphic design
- Marketing and signage
- Worship music
- Youth and children's ministry resources
- Finding partner churches
- Office administrative help
- Prayer support

CARING FOR THE REPLANTER AND HIS FAMILY OVER THE LONG HAUL

It's critical that sending churches has an intentional plan to to encourage the replanter, his wife, and his children. Replanters often struggle because they feel alone. A Replanter Care Team that meets monthly can help lead the charge in supporting the ministry of the replanter and his family.

Here are a few ways the Replanter Care Team can support the replanter, his wife, and his children.

COMING ALONGSIDE THE REPLANTER

1. **Sermon Help:** The sending church pastor can help mentor the replanter by doing a sermon series together.
2. **Sharing Books:** The sending church can provide books and resources for the replanter's growth.
3. **Conferences:** The sending church can give the replanter financial and logistical support to attend conferences.

4. **Weekly Video Call:** A weekly check-in call will provide support and mentorship for the replanter.
5. **Monthly Face-to-Face Meeting:** In-person meetings can help foster stronger relational ties and mutual support.
6. **Calls and Texts of Encouragement:** A quick, encouraging phone call or text can let a replanter know you are thankful for him and are praying for him.

COMING ALONGSIDE THE REPLANTER'S WIFE AND CHILDREN

1. **Bi-Weekly Video Call for the Replanter's Wife:** A support call with other church leaders' wives can help provide ongoing encouragement.
2. **Sending Gift Cards and Flower:** Occasional gifts show appreciation and care for the replanter's family.
3. **Special Visits:** When possible, organize visits to make the replanter's family feel especially valued. If they are coming in from out of town, get them a nice hotel and take care of all of their meals.
4. **Notes of Encouragement:** A card with hand-written notes inside will remind the family that you love them and support their ministry.
5. **Books and Magazines:** Pick a "book of the month" or subscribe to a magazine or devotional guide to encourage and support the pastor's wife.
6. **Invite the Replanter's Wife to Women's Events:** If you have a women's event at your church, invite the replanter's wife to attend.
7. **Birthday Cards:** Sending birthday cards to the replanter's wife and children (and add a small, fun gift in there!) can provide encouragement for the family.

Just like the relationship between a parent and child, the sending church has a responsibility to care for the replanter's family. This should be a privilege, not a burden!

CHAPTER 12: THE REPLANT BLUEPRINT

Any time you replant a church, you need a thorough gameplan. To do that, it's important to understand the parts of the Replant Blueprint and how they fit together.

You'll need to develop two primary components to this strategy: the anatomy of a replant and the development process of a replant.

THE ANATOMY OF A REPLANT

The anatomy of a replant comprises five specific areas.

Area #1: Leadership

This broad area includes everything related to the replanting pastor, the development of the core team, vision casting, and the growth of future pastor-elders for the replant.

Area #2: Systems

This includes many of the “background” framework of the replant, such as finances, administration, bylaws, etc.

Area #3: Programs

This is everything related to the culture of the replant. The preaching-teaching ministry of the church, vision nights, children and youth ministry, etc., all fit in here.

Area #4: Building

As it sounds, this would be every related to your building, from signage to your sound system to any necessary renovations.

Area #5: Legal

This connects with everything the replant must do to be compliant with state and federal laws.

THE DEVELOPMENTAL PROCESS OF A REPLANT

Next, it’s time to develop a clear and timely implementation process. This is split up in four phases.

Identify (Month 0)

This is the phase when the legacy church and the sending church first connect with one another. The focus is on getting to know one another and moving toward a decision by the legacy church to move toward a replant.

- **Leadership:** Leaders from both churches are having deep conversations and praying together, as the sending church is training the replanting pastor.

- **Systems:** The sending church assesses the current financial situation of the legacy church.
- **Programs:** Everyone takes a long look at the church's programs to see what's healthy.
- **Building:** The building is assessed to see what would need to be fixed if the legacy church moves forward with the replant.
- **Legal:** The decision to replant must be made before any legal movement can occur. Once this happens, the two churches need to make a number of important legal decisions, including leadership/officer changes, property/banking issues, considering a name change, etc.

Foundations (Month 1-2)

- **Leadership:** The replant church leaders attend services at the sending church and shadow leaders there, learning about different areas of healthy church ministry.
- **Systems:** Focus on launching the new website, social media accounts, along with installing the technology needed for the replant's worship services and training those who will use it.
- **Programs:** The legacy church's worship gathering and Sunday School will continue. It's also a good time to host an outreach event and a vision night.
- **Building:** Think through signage and the sound system changes you need to make. Also, determine the building renovations you'll need and note the priority level of each.
- **Legal:** Finish denominational paperwork for the transfer and work on a provisional budget.

Soft Launch (Month 3-Public Launch)

- **Leadership:** The weekly core team gathering will begin meeting.
- **Systems:** The replant begins integrating the new church management software, if a change is necessary.
- **Programs:** At this point, the replanting pastor is leading the worship services. The core team is trained in the I-3 evangelism strategy.
- **Building:** New exterior signage will go live. Put up a legacy wall to honor the history of the legacy church.
- **Legal:** The sending church identifies any remaining legal issues that

need to be addressed before the public launch.

Public Launch

- **Leadership:** The replanting pastor begins meeting several times a month with his leadership team. He continues to meet regularly with the sending church and denomination for support and to share prayer requests.
- **Systems:** Most of the systems should be up and going, but you'll continue to refine them during this phase.
- **Programs:** The weekly worship service will be the primary way the church worships and studies the Word together. Community groups will launch during this time as well.
- **Building:** You'll want to do whatever you can to have all the key environments in the church to be welcoming and in working condition.
- **Legal:** The sending church should help the replanting pastor and the core team identify any remaining legal issues.

Replanting a church takes intentional, strategic preparation and planning. It also takes a lot of hard work.

Lean in on God and his supernatural power. Trust that God will bring new life where there were only dead bones before.



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